

### OCHR Mission

On behalf of the Secretary of the Navy, OCHR provides civilian human resources policy support, program management, HR systems and assessment in order to deliver and sustain the right workforce to meet the DON mission. Through our Human Resources Service Centers, we deliver to our customers the HR policies, programs, systems, and services that ensure the civilian workforce is well qualified, diverse and flexible.

### OCHR Core Values

Honesty, integrity and accountability  
Trust and respect  
Equality of opportunity  
Teamwork and collaboration  
Adaptive to change  
Learning agility

**OCHR Vision**  
We are recognized for  
our proven ability to  
deliver and sustain the  
right workforce to meet  
the mission

### OCHR Cultural Beliefs

- Deliver Results — seek and provide clear understanding of what success looks like
- Collaborate — cross boundaries to collaborate and engage the appropriate talent and stakeholders
- Speak Out — provide candid communication and I act on feedback
- Be Decisive — act quickly to provide quality solutions
- Be Responsive — respect the roles of my colleagues when requesting and responding to inquiries
- Celebrate Success — sincerely celebrate accomplishments, big and small, across the organization

### FY 13 Key Desired Results

- Transform HR Service Delivery
- Drive continuing improvement in hiring
- Leverage business acumen in running HR
- Maximize the readiness of the HR community

### **Transform HR Service Delivery**

- Facilitate startup of HROs
- Realign people and organizations
- Ensure readiness of DON IT systems and infrastructure
- Execute smooth transition of work
- Solidify and embed workforce relations programs within Commands

### **Drive continuing improvement in hiring**

- Achieve Presidential Initiatives
- Deploy merit system principles training
- Issue guidance for filling GS14s and 15s
- Continue to deploy modernized technologies
- Improve processes to increase effectiveness

### **Leverage business acumen in running HR**

- Deploy AWPS and validate HRO resource model
- Use data/metrics to drive business decisions in HR programs other than hiring
- Drive alignment of HR systems portfolio and infrastructure
- Support audit readiness

### **Maximize the readiness of the HR community**

- Expand and strengthen the HR Career Program
- Develop business competencies to better serve our customers
- Provide the HR community with the tools to meet changing DON requirements and challenges